

GIULIA FOTI

EDUCATION

Oct 2022-Present | Doctoral Student

Doctoral fellowship in Organizational Wellbeing at Università Europea di Roma.

Nov 2022-Apr 2023 | Master in Sustainable Human Resource Management

Master's auditor at Università Europea di Roma

Oct 2021-Apr 2022 | Post-graduated course in Diversity and Disability Management

2021 | Master's degree in Occupational and Organizational Psychology

Final grade: 110 cum laude

Empirical thesis: "Risk of post-traumatic symptoms and fears in the workplace during Covid-19."

2019 | Bachelor's Degree in Psychology

Final grade: 110 cum laude

VISITING SCHOLARSHIP

Spring Semester 2024 | Doctoral Scholarship

Visiting scholar at University of Central Florida, Orlando, USA, Department of Psychology

RESEARCH ACTIVITIES

2020- Present | Uer Business@Health Lab

Consulting and work-related stress assessment projects for various companies

2023 | Deloitte Annual Diversity Equity & Inclusion maturity Index

Research team member for the 2023 Report ([2023 Deloitte Annual DE&I Maturity Index | Deloitte Italy](#))

TEACHING EXPERIENCES

2025-Present | Teaching assistant in Leadership and Organizational Well-being course at Università Luiss Guido Carli

2022- Present |Teaching assistant in:

- Business Organization Bachelor's Degree course in Economics and Management (Università Europea di Roma)
- Human Resource Management Master's Degree course in Management of Innovation (Università Europea di Roma)
- Fundamental of Work Psychology Bachelor's Degree course in Psychology (Università Europea di Roma)
- Feedback Change & Business Strategies Master's Degree course in Occupational Psychology (Università Europea di Roma)
- Occupational Health Psychology Master's Degree course in Occupational Psychology (Università Europea di Roma)

2024- Present |Member of the teaching board of the “Talent Acquisition & Head-Hunting Specialist” post-graduated course

Lecturer in:

- “Hybrid work as competitive advantage”— post-graduated course in Talent Acquisition & Head-Hunting Specialist post-graduated course at Università Europea di Roma, 16 Nov 2024
- “Hybrid and remote workers”- post-graduated course in Talent Acquisition & Head-Hunting Specialist post-graduated course at Università Europea di Roma, 16 Nov 2024
- “Work-life balance and career”- post-graduated course in Talent Acquisition & Head-Hunting Specialist post-graduated course at Università Europea di Roma, 16 Nov 2024
- “Artificial intelligence and Inclusion.” – Post-graduated course in Diversity and Disability Management at Università Europea di Roma, 16 March 2024
- “Organizational wellbeing and gender equity” – Woman in Charge Association at Università Europea di Roma, 14 September 2023
- “The challenges of hybrid work”- Università Europea di Roma, 6 November 2022

Oct 2021 – May 2022 | Academic Tutor

Academic tutor for the diversity and disability course at Università Europea di Roma

OTHER SERVICES AT UNIVERSITA' EUROPEA DI ROMA

December 2022-Present |PNRR Next Generation Project

Third mission activities related to active guidance in school-university transition project in the context of the PNRR

WORK EXPERIENCE

Sept 2021- Sept 2022 | ENEL S.P.A.

HR Department internship in:

- Personnel administration (Change & Transformation team, Global)
 - Recruiting and Selection (Global)
 - Welfare & Wellbeing (Global)
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INFORMATICS AND STATISTICAL SKILLS

- Good knowledge of the Office package (word, power point, Excel...).
- Good knowledge of JASP, SPSS, and JAMOVİ statistical programs

LANGUAGE SKILLS

- Italian language - mother tongue
 - English language - C1 level
 - Spanish language - C1 level
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PUBBLICATIONS

- Bonfanti, R. C., Foti, G., Giorgi, G., & Ruggieri, S. (2025). Occupational stigma perception and public employees' burnout: A moderated moderation model of work–family conflict and social comparison. *Acta Psychologica*, 253, 104769(RIVISTA SCIENTIFICA ANVUR, 13/ECON-08, MPSI/06)
- Moserle, G., Foti, G., Finstad, G. L., Bazzoli, A., Curcuruto, M., & Morgan, J. (2024). Prosocial Behavior and Workplace Safety: Analysis of the Role of Emotional Intelligence and Perceived Organizational Support in Two UK and US Samples. *Sustainability*, 16(21), 9190. doi.org/10.3390/su16219190 (RIVISTA SCIENTIFICA ANVUR, 13/ECON-08, MPSI/06)
- Bondanini, G., Giorgi, G., Chirico F., Rizzo A., Khabbache H., Romana Testa F., Foti G., Alessio, Vinciarelli V., Finstad G.L (2024). The relationship between discriminatory work

environment and psychological distress in Italian organizations: Are lack of supervisor support and economic stress mediating factors?. *Journal of Health and Social Sciences*, 9(3), 334-351 0.19204/2024/THRL1

- Foti, G., Merlo, L., Finstad, G. L., & Giorgi, G. (2024). COVID-19 Symptoms and Mental Health Outcomes among Italian Healthcare Workers: A Latent Class Analysis. *Healthcare*, 12(14), 1403. doi.org/10.3390/healthcare12141403
- Foti, G., Bondanini, G., Finstad, G. L., Alessio, F., & Giorgi, G. (2023). The relationship between occupational stress, mental health and Covid-19-related stress: mediation analysis results. *Administrative Sciences*, 13(4), 116. oi.org/10.3390/admsci13040116 (RIVISTA SCIENTIFICA ANVUR, 13/ECON-08)
- Alessio, F., Giorgi, G., Finstad, G. L., Foti, G., Contardi, A., Pelli, S., ... & Bondanini, G. (2023). The relationship between mindfulness, work-related stress management, and job satisfaction in a sample of Italian correctional officers. *Journal of Health and Social Sciences*, 8(4), 357-367, 10.19204/2023/THRL8.
- Finstad, G. L., Giorgi, G., Zaffina, S., Foti, G., Arcangeli, G., & Mucci, N. (2022). Challenges and opportunities for the employment of workers with disabilities: A systematic approach. *Journal of Health and Social Sciences*, 7, 53-79, 10.19204/2022/CHLL4
- Lulli, L. G., Giorgi, G., Pandolfi, C., Foti, G., Finstad, G. L., Arcangeli, G., & Mucci, N. (2021). Identifying psychosocial risks and protective measures for workers' mental wellbeing at the time of COVID-19: a narrative review. *Sustainability*, 13(24), 13869, doi.org/10.3390/su132413869 (RIVISTA SCIENTIFICA ANVUR, 13/ECON-08, MPSI/06)
- Finstad, G. L., Giorgi, G., Lulli, L. G., Pandolfi, C., Foti, G., León-Perez, J. M., ... & Mucci, N. (2021). Resilience, coping strategies and posttraumatic growth in the workplace following COVID-19: A narrative review on the positive aspects of trauma. *International journal of environmental research and public health*, 18(18), 9453, doi.org/10.3390/ijerph18189453 (RIVISTA SCIENTIFICA ANVUR, 13/ECON-08)
- Sanchez-Gomez, M., Giorgi, G., Finstad, G. L., Urbini, F., Foti, G., Mucci, N., ... & León-Perez, J. M. (2021). COVID-19 pandemic as a traumatic event and its associations with fear and mental health: A cognitive-activation approach. *International Journal of Environmental Research and Public Health*, 18(14), 7422, doi.org/10.3390/ijerph18147422 (RIVISTA SCIENTIFICA ANVUR, 13/ECON-08)

CONFERENCE PRESENTATIONS AND REFEREED PAPERS

- Foti G., (2025). Antecedents and consequences of job preservation motivation and work engagement profile, **WOA conference**, May 29-30, 2025, Pescara
- Foti G., Merlo L., Profili S (2025). Well-being among chronically ill employees: a latent profile analysis of job demands, job control, and work engagement, **EAWOP conference**, May 21-24, 2025, Praga

- Foti G., Vinciarelli V., Finstad G.L., Giorgi G. (2024). Lights and shades of remote working: a curvilinear effect on organizational wellbeing, **Two-Days International Conference: Psychology of Selection and Assessment: Calling, Meaning, Purpose, and Sustainable Development. Perspectives and Imperatives for Decent, Dignified, Worthy, Healthy Work and Life. Second Edition**, November 6, 2024, Firenze
- Foti G., Merlo L., Finstad G.L., Giorgi G (2024). COVID-19 symptoms and mental health outcomes among Italian healthcare workers: a latent class analysis, **AIP Conference book of abstracts**, September 4-5-6, 2024, Bergamo
- Foti G., Giorgi G (2024) Benefits and disadvantages of Remote Working and the effect on performance and absenteeism: the mediation role of mental health, **AIP Conference book of abstracts**, September 4-6, 2024, Bergamo
- Profili, S., Innocenti L.; Sammarra A., Merlo L., Foti G. (2024). Ability and motivation profiles among chronically ill employees: a latent profile analysis of utilisation HR practices and work engagement, **EURAM Conference Proceedings**, June 25-28, 2024, Bath, | ISBN 978-2-9602195-6-2
- Profili, S., Innocenti L.; Sammarra A., Merlo L., Foti G. (2024). Ability and motivation profiles among chronically ill employees: a latent profile analysis of utilisation HR practices and work engagement, **WOA Conference Proceedings**, July 3, 2024, Milano
- Foti G., Finstad G.L., Giorgi G (2023). The perception of a discriminatory work environment and its association with workplace bullying: the role of social support, **AIP Conference book of abstracts**, September 6-8, 2024, Cagliari

Autorizzo il trattamento dei dati personali contenuti nel mio curriculum vitae in base all'art. 13 del D. Lgs. 196/2003 e all'art. 13 del Regolamento UE 2016/679 relativo alla protezione delle persone fisiche con riguardo al trattamento dei dati personali